

NUNEATON AND BEDWORTH BOROUGH COUNCIL

EMPLOYMENT COMMITTEE

5th March 2024

A meeting of the Employment Committee was held on Wednesday, 5th March 2024. This meeting was held in the Council Chamber and was recorded for future publication on the Council's website.

Present

Councillor S. Croft (Chair)

Councillors: M. Green and M. Tromans

PART I – PUBLIC BUSINESS

EC17 **Apologies**

Councillor D. Brown.

EC18 **Minutes**

RESOLVED that the minutes of the Employment Committee meeting held on 12th September 2023, be approved, and signed by the Chair.

EC19 **Declarations of Interest**

RESOLVED that the declarations of interest are as set out in the Schedule attached to these minutes.

EC20 **Human Resources Policy Documents**

The Head of People and Culture presented a report to seek approval on four Human Resources policy documents. The report gave the Panel an opportunity to review the policies, to ensure that the Council complies with employment legislation and good practice by providing clear, concise and up to date Human Resources documentation to assist consistency across the Council.

RESOLVED that the following documents be noted and approved:

- a) Capability Policy and Procedure;
- b) Flexible Working Policy;
- c) Drivers and Driving Policy and
- d) Policy on Provision of Employment References.

EC21 **HR Metrics Data**

The Head of People and Culture presented a report to provide the Committee with an overview of the services provided by the Human Resources function and key statistical information for each area.

RESOLVED that the contents of the report be noted.

EC22 **Exclusion of the Public and Press**

RESOLVED that under section 100A(4) of the Local Government Act 1972, the public and press be excluded from the meeting during consideration of the following item, it being likely that there would be disclosure of exempt information of the description specified in paragraph (i) and (iv) of Part I of Schedule 12A to the Act.

EC23 **Craft Workers Local Agreement**

The Head of People and Culture presented a report which provided an overview of the recently agreed NJC pay award, in particular implications for annual leave entitlements.

RESOLVED that

- a) the contents of the report be noted;
- b) the amendments to the Local Agreement be agreed; and
- c) delegated authority be given to the Head of Paid Services to agree to and sign the amended Local Agreement for Craft Workers.

EC24 **Recruitment of Strategic Director**

The Committee were advised of the need to approve a recruitment panel for the vacant Strategic Director position within the Council.

RESOLVED that the recruitment panel for the vacant Strategic Director post be agreed, to include the Leader of the Council, Deputy Leader, Leader of the Opposition and relevant Cabinet Member.

Chair

Employment Committee - Schedule of Declarations of Interests – 2023/2024

	Name of Councillor	Disclosable Pecuniary Interest	Other Personal Interest	Dispensation
	General dispensations granted to all members under s.33 of the Localism Act 2011			Granted to all members of the Council in the areas of: <ul style="list-style-type: none"> - Housing matters - Statutory sick pay under Part XI of the Social Security Contributions and Benefits Act 1992 - An allowance, payment given to members - An indemnity given to members - Any ceremonial honour given to members - Setting council tax or a precept under the Local Government Finance Act 1992 - Planning and Licensing matters - Allotments - Local Enterprise Partnership
	D. Brown	Employed by H.M Land Registry	Regional Coordinator, Ragdoll Rescue Charity. Representative on the following Outside Bodies: <ul style="list-style-type: none"> • Exhall Education Foundation (Council appointment). 	
	S. Croft (Chair)	Employed at Holland & Barrett Retail Ltd	Treasurer of the Conservative Association Member of the following Outside Bodies: <ul style="list-style-type: none"> • Champion for Safeguarding (Children and Adults) • Local Government Superannuation Scheme Consultative Board • West Midlands Employers 	
	M. Green	Employed by Horiba Mira – Engineering Technician	Chair of Education Standards Committee – St Thomas More School. School Appeals Panel Member Our Lady of the Angels Church. President – St Vincent De Paul Society Nuneaton. Director – Holy Spirit Catholic Multi Academy Company. Member of the George Eliot Fellowship Member of Other Bodies:	

	Name of Councillor	Disclosable Pecuniary Interest	Other Personal Interest	Dispensation
			<ul style="list-style-type: none"> • Friendship Project for Children. • Nuneaton Education Strategy Group 	
	T. Sheppard		Member of Unite Union Member of Labour Party	
	M. Tromans	Warwickshire County Councillor (Galley Common) Share in a rental property in Hydes Pastures, Nuneaton	Member of WI Member of the Conservative Party	